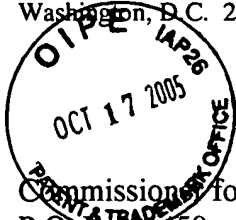


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SERIAL NO. 09/895,893

IBM DOCKET NO. AUS920010233US1

DATE: October 12, 2005

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Joseph T. Van Leeuwen 10/12/05
Joseph T. Van Leeuwen Date

Sir:

Transmitted herewith for filing is the Patent Application of:

Inventors: Calderaro, et al.

For: System and Method for Integrated Management of Personnel Planning Factors

Enclosed are:

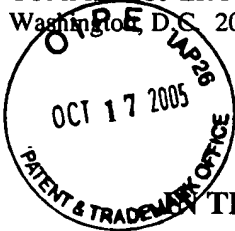
- X Information Disclosure Statement;
- X Modified form 1449 listing 12 reference;
- X copies of any non-U.S. Patent references listed on form 1449.

37 CFR § 1.97 is satisfied by the following:

- X This IDS is being filed pursuant to CFR § 1.97(c) and:
 - X no item of information contained in the information disclosure statement was cited in a communication from a foreign patent office in a counterpart foreign application, and, to the knowledge of the person signing the certification after making reasonable inquiry, no item of information contained in the information disclosure statement was known to any individual designated in § 1.56(c) more than three months prior to the filing of the information disclosure statement.
- X The Commissioner is hereby authorized to charge payment of the following fees associated with this communication or credit any overpayment to Deposit Account No. 09-0447. **A duplicate copy of this sheet is enclosed.**
- X Any additional patent application processing fees under 37 CFR Sect. 1.17.

Respectfully submitted,

By Joseph T. Van Leeuwen
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Facsimile: (512) 301-6742



DATE: October 12, 2005

THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of:	:	Group Art Unit: 3623
Calderaro, et. al.	:	Intellectual Property Law Department
Serial No.: 09/895,893	:	International Business
Filed: June 29, 2001	:	Machines Corporation
Title: <u>System and Method for Integrated</u>	:	Intellectual Property Law Dept.
<u>Management of Personnel Planning</u>	:	11400 Burnet Road
<u>Factors</u>	:	Austin, Texas 78758

INFORMATION DISCLOSURE STATEMENT

The Commissioner of Patents
Washington, D.C. 20231


Sir:

Applicants submit herewith patents, publications or other information of which they are aware, which they believe may be material to the examination of this application and in respect of which there may be a duty to disclose in accordance with 37 CFR § 1.56.

While this Information Disclosure Statement may be "material" pursuant to 37 CFR § 1.56, it is not intended to constitute an admission that any patent, publication or other information referred to herein is "prior art" for this invention unless specifically designated as such. In accordance with 37 CFR § 1.97(g) the filing of this Information Disclosure Statement shall not be construed to mean that a search has been made or that no other material information as defined in 37 CFR § 1.56 (a) exists.

The attached form, PTO-1449, provides a listing of patents, publications, or other information as required by 37 CFR § 1.98 (a)(1). A copy of each listed item that is not a U.S. Patent document, is supplied herewith.

Respectfully submitted,

By 
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In Place of FORM PTO-1449 (Modified)

Serial No. 09/895,893

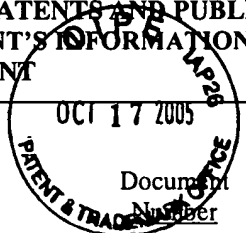
**LIST OF PATENTS AND PUBLICATIONS FOR
APPLICANT'S INFORMATION DISCLOSURE
STATEMENT**

Applicant: Calderaro, et. al.

Filing Date: 6/29/2001

Group: 3623

Atty. Docket No. AUS920010233US1



U. S. PATENT DOCUMENTS

Examiner Initial	Document Number	Date	Name	Classification Class / Subclass	Filing Date if Appropriate
_____	AA 6,338,042	01-2002	Paizis, James N.	705/11	
_____	AB 5,819,231	10-1998	Tremaine, John L.	705/7	
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_____	AE				
_____	AF				

FOREIGN PATENT DOCUMENTS

Examiner Initial	Document Number	Date	Country	Classification	Translation Yes No
_____	AG				
_____	AH				
_____	AI				
_____	AJ				

OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)

Examiner Initial	
_____	AK <u>The 1999 U.S. National Employee Relationship Benchmark Report</u> , 2000, Walker Information Inc.
_____	AL <u>Commitment in the workplace: the 2000 global employee relationship benchmark report</u> , 2001, Walker Information Inc.
_____	AM Healey, Andrea, "Going beyond pay: companies lure employees with perks," Nov-Dec 1998, <u>ACA News</u> , vol. 41, issue 10, p. 26-29.
_____	AN Lewis, Diane E., "As workers learn to be free agents, firms put new stress on retention," Oct. 31, 1999, <u>Boston Globe</u> , p. D1.
_____	AO Liptow, Jennifer A., "You really like me!" April 1, 2001, <u>Financial Planning</u> , p. 1.
_____	AP Lazar, Gerald, "Keep your key people," May 2001, <u>Electronic Business</u> , p. 86-88, 90, 92, 94.
_____	AQ Ganesan et al., "The impact of staffing policies on retail buyer job attitudes and behaviors," Spring 1996, <u>Journal of Retailing</u> , vol. 72, issue 1, p. 31-57.
_____	AR Fey et al., "Doing business in Russia: effective human resource management practices for foreign firms in Russia," Autumn 1999, <u>Organizational Dynamics</u> , issue 69.

Examiner:

Date Considered:

EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609; Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.